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Intermountain Reporter

1998 Summer Edition

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Trying Out New Skills in Nevada

Ten Nevada 8th graders got a new look at the work of the Forest Service during the Job Shadowing Program sponsored April 21 by Austin Ranger District, Humboldt-Toiyabe National Forest.

The students, from Battle Mountain and Austin, Nevada, started their day with a welcome from District Ranger Rene Mabe. Wayne Frye, resource management specialist, gave an overview of where the Forest Service fits in the government. Touring the district office, students were introduced to the overwhelming number of manuals and handbooks with current regulations. They were surprised by the outdated computer system still in use. Just before lunch,

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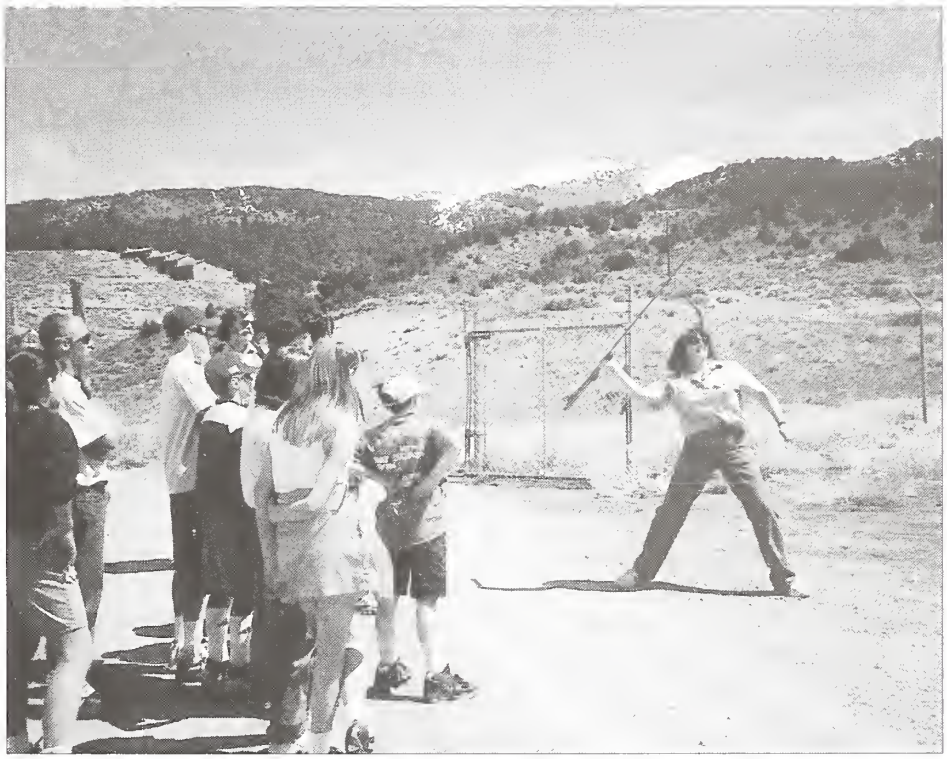

Austin Ranger District archaeologist Christi Shaw shows 8th graders how to throw an atlatle (a primitive spear-throwing stick used by hunting and gathering peoples).

Regional Foresters Team Message

This is my first opportunity to share some thoughts with each of you through the Intermountain Reporter. I'm pleased to do it, especially since we have almost 3,000 folks in R4 and that's a lot of people I have not met.

There are many important subjects that I could write about, ranging from our recently published Forest Service Agenda to workplace environment issues. But the one that I've been thinking about lately relates to communities, and what we can do as an agency and as individuals to contribute to them.

One item the Regional Forester Team has emphasized this year is the importance for each of us to participate in community activities. It seems like, in the past, the attention has been on line officer involvement in service clubs. But it's important to realize that each of us through school, church, service clubs, community events, and other activities, make important contributions. Because we have fewer employees and units than we used to, it's all the more important that we strive to recognize the value of this and reward employees who give their time and talents.

In contentious times, throughout our agency history, our community and county relationships have served us well. Today we are in more of a fishbowl than ever before. Each of us represents the agency wherever we may be.

How can we do even better? First, we can talk about and emphasize it throughout the Region as I am doing here. Second, we can recognize and reward folks who provide extra community involvement effort. And third, we can try to make it a little easier by paying membership fees when our authorities and policies allow; and certainly recognize how busy and time-stressed so many employees are now.

Finally, as a Region, we can reemphasize, especially since the passage of the 1990 Farm Bill, that helping communities build capacity for developing sustainable futures is a key part of the Forest Service mission. Our various economic action programs for rural development give us funding and tools we did not have in the past. And, Forest Service participation in community action teams builds trusting relationships, and is frequently cited as the key to avoiding conflicts at the local level.

Field season is upon us. I hope that Jack, Chris and I have the opportunity to spend some time this summer with you.

Jack Troyer
Deputy Regional Forester

Editorial Policy—Intermountain Reporter

The following editorial policy reflects the Regional Forester's desire to produce a quality Regional newsletter that enhances internal communications and helps make the Intermountain Region a good place to work.

1. Articles in the Intermountain Reporter will feature people.
2. Each edition will be based on articles submitted from Forests, Ecogroups and RO teams. The editor will try to feature all NFs and parts of the Region–but this is subject to the information received. The Intermountain Reporter will sometimes report on regional or general interest articles. Please suggest ideas for these subjects to the Editor.
3. The Regional Foresters' message will express their views about current events and situations within the Region.
4. The content of the Reporter will be consistent with Forest Service policy.
5. All submissions must be delivered to the Editor by the 1st of the month prior to the desired publication date. Deadline for 1998 fall edition will be Monday, August 3, 1998.
6. Articles should be sent via IBM OpenMail to the Editor, Cindy Chojnacky/r4. Please send hard copy of each article and any accompanying photos and illustrations via regular mail to Cindy Chojnacky, 1625 North 1640 East, Logan, UT 84341.
7. Articles should not exceed 800 words in length.
8. Photos should be black and white.
9. All articles are subject to editing.
10. Not all articles that are submitted will be printed.
11. The Editor has final say over content.

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provided by Austin RD employees, students got a quick lesson in monitoring range condition.

Students then walked to the District warehouse where they learned about facility maintenance, abandoned mines, and the job of mineral administrator. Then they got to try their hands at a sample archaeological "dig" led by Christi Shaw, district archaeologist. Shaw also instructed everyone in the fine art of throwing an atlatle (a primitive throwing stick.)

District Ranger Mabe then introduced students to standard firefighter equipment, including the emergency fire shelter. After some cake and ice cream, the students headed home.

Students' comments revealed their surprise at the wide variety and complexity of jobs available with the Forest Service–but their favorite activity of the day was lunch!

Peggy Frye
Business Management Specialist
Austin Ranger District

Terry Nevius, resource management specialist for Austin RD, points out the fine points of range utilization to students from Battle Mountain and Austin, Nevada.

Lunch was the favorite subject.

Some Tips on Kinds of Photos to Submit to the Reporter

✔ ***AWARD RECIPIENTS***
Try to get shots of people actually doing what they were awarded for as opposed to handshake shots or holding their award.

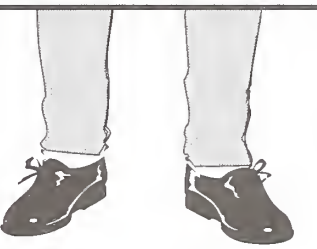
✔ ***GROUP ACTIVITIES***
Get frontal shots of the group doing the activity your article is about. Avoid "backside" shots.

✔ ***SPEAKER SHOTS***
Especially those of the speaker in front of a podium are rather boring and don't tell a story. *Be creative.*

✔ ***ACTION SHOTS***
Instead of posed shots.

✔ ***BACKGROUNDS***
Be aware of backgrounds and what else is in photo range–that you don't necessarily want a photo of–backs of heads, reflections, anything that would distract from subject.

Remember, black and white is preferred, but color photos and slides are fine.



Regions 4, 2 Join Forces to Fight Erosion

Boise, Idaho was the site of the first-ever, interregional training for Forest Service heavy equipment operators. The seminar, held April 20-24, included classroom study and two field trips. The training focused on teaching equipment operators techniques which they can implement to reduce or eliminate road-generated sediment. About 55 employees attended. Trainees learned to assess road related erosion and determine preventive measures to correct problems. Topics included road closure and obliteration, determining spacing for cross-drains and leadouts, armoring cross-drains and ditches, vegetative buffer needs, incorporating straw bales and silt fence, ditch stabilization techniques, outlet treatments, stabilization of cut and fill slopes, location, use, and restoration of borrow sources, dust palliatives, and surface stabilization.

Corky Ohlander, R2 regional hydrologist, led the class on a field trip to examine the effect of road drainage on stream health. He explained the legal constraints which govern our field operations, and tutored those present in methods of compliance.

Soil scientist Dean Martens of Payette National Forest gained the respect of equipment operators with his presentations on stabilization and mitigation techniques. Dean used slides to document his projects with the Payette NF road crew, performing work in the sensitive Salmon River drainage.

The class spent one day in the field operating heavy equipment, practicing the techniques which they learned in the classroom. Students rotated between work sites, with hands-on practice using a backhoe to perform road obliteration and stabilization, constructing and installing gabion baskets for slope stabilization, and installing interceptor and rolling dips with a grader. Other students received one-on-one training in proper blading methods, perhaps one of the most overlooked opportunities for sediment reduction. Many non-operators mistakenly think of road smoothness as being the only factor of importance in road grading. These force account operators understand the importance of proper drainage throughout the road prism.

As the Forest Service faces a reported backlog of road maintenance totaling 373,000 miles and 10 billion dollars, it seems very prudent to make use of this valuable resource (force account crews) which is already in place, and requires no additional funding to implement changes. Not that this group should set aside regular maintenance and take up the cause of erosion fighting, but should incorporate what they have learned into their everyday maintenance duties. The erosion problems faced today occurred over many years, and will not soon disappear. However, no group of persons within the Forest Service is in a better position to affect positive change in sediment reduction than the force account crews. This is a great example of putting money to the ground, and experiencing immediate benefit!

Instructors for this seminar included Lois Bachensky, regional transportation engineer, R2; Corky Ohlander, R2; Larry Belton, facility and equipment manager, and Casey Hull, equipment operator foreman, Medicine Bow-Routt NF.; Wally Olson, work leader/fleet manager, Boise NF., and Jerry Firth, road maintenance foreman, Boise NF.

Jerry Firth
Road Maintenance Foreman
Boise NF

The theme for the week was "Road Maintenance Beyond 2000," an idea which incorporates the following steps:

1. **Take a proactive approach to road maintenance, always looking for opportunities to create positive change.**
2. **Use "'lite' on the land" techniques for all maintenance activities.**
3. **Learn to "read the road" as you perform maintenance, observing drainage characteristics and repairing deficiencies as part of everyday activities.**
4. **Work closely with our scientists, rejecting "us verses them" attitudes. Promote the idea that you are a valuable partner for them because you have the tools and ability to correct problems involving degradation of soil, water and fisheries, regardless if these problems are road related or otherwise.**
5. **You are a professional! Forest Service equipment operators are very different from those in the private sector. In addition to being a skilled operator, you are charged with resource protection. You must make on site assessments, find a solution and take action.**

Dean Martens, soil-scientist from Payette NF explains how an equipment operator can eliminate sediment delivery into a stream by performing a partial obliteration with a backhoe.

Lois Bachensky, Regional transportation engineer, Region 2, takes a turn at operating a backhoe for obliteration of an unplanned "ghost road", which had been draining directly into a stream.

The proper method of installing a rolling dip is demonstrated by Tom Lundorff, an equipment operator from the Humboldt-Toiyabe NF.

Reengineering the National Special Uses Program

Looking for ways to make your Special Uses Program more cost effective and self-sustaining? How could you build customer satisfaction into it? Need an easier way to process that special use permit? Looking for a special use database that can produce a permit, calculate fees, and prepare a bill for collection in one process?

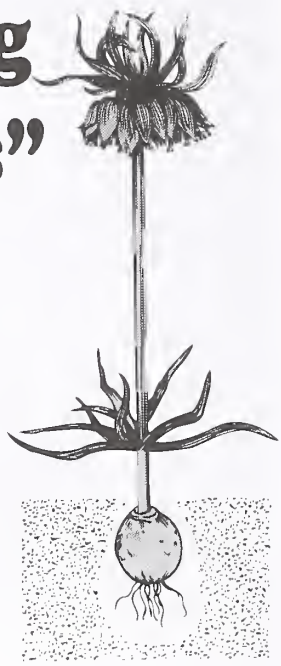
The answer to those questions is on its way to your local Forest Service office. With more than 70,000 permitted special uses nationally and thousands of new or renewed authorizations processed each year, special uses administrators need new tools and streamlined processes. The Special Uses Implementation Team, a national team, has been chartered for two years, 1997-99, to revamp the program and develop those tools.

Find out about team activities on the joint Forest Service-Bureau of Land Management Special Uses home page on the World Wide Web. Access it at http://www.fs.fed.us/recreation/permits. Besides monthly Dispatches and reengineering design reports, the page offers new, streamlined forms; special use brochures; information sheets on different types of uses; cabin rentals; and draft documents for your review and comment. The home page will succeed if the team receives comments on how to improve the quality of these materials for special use administrators and external customers. The FS Web Special Uses home page is at: http:/fsweb.uinta.r4.fs.fed.us

Team members are Team Leader Dave Heerwagen, WO-Recreaton; Tami Montoro, R4; Bill Weigand, Bureau of Land Management Idaho State Office; Chuck Davis, R1; Brent McBeth, Uinta NF, R4; and Maryanne Kurtinaitis, Boulder RD, R2.

"Celebrating Wildflowers"

Starts for Summer



Spring is here and it's time once again to head to the great outdoors to enjoy the wildflowers on forests of the Intermountain Region. A time for Celebrating Wildflowers. This is a nationwide interagency program with a focus on educating people of all ages about the many values of wildflowers, and native plants in general. Their uses as food, medicines, shelter, and esthetics are but a few of the things that come to mind when talking about wildflowers and other native plants. Did you know that aspirin is chemical derived from the stems of willows? Did you know that the Pacific yew has chemicals that can be used in the treatment of cancer? Did you know that Native Americans used the roots, stems, and leaves of many native plants as dyes for their wool?

The event kicked off this year May 17. Local and national events, which will run throughout the summer months, will be listed on the NatureWatch home page (www.fs.fed.us/outdoors/naturewatch/) and will be updated weekly. There is also a wildflower hotline running April 1 to August 31; from September 1 through mid-November, it becomes the foliage hotline. Phone number is 1-800-354-4595.

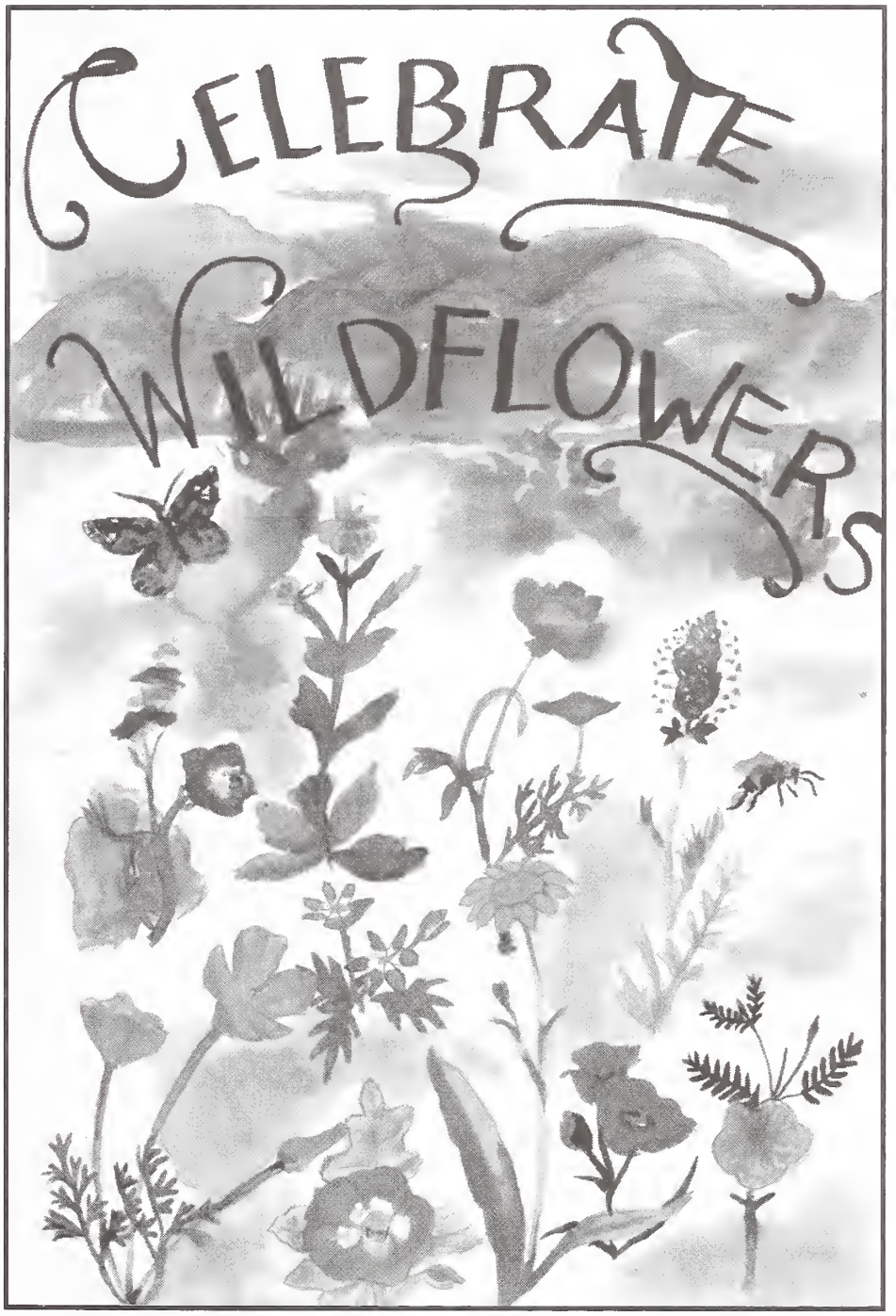
If you would like to add events to the hotline or home page, fax information to Teresa Prendusi, regional botanist, 801-625-5483. She suggests providing information on what is flowering (when and at what elevation), locations, special places for wildflowers, talks (title and speaker). For all events, please provide place, city, state, and name and number of a contact person.

Prendusi is also looking for some help. In the past, the Intermountain Region has sponsored a "Celebrating Wildflower" contest. There is always good participation from schools in the region (see 1997 contest winners); however, the 1998 contest did not happen because the previous volunteer coordinator could not do it this year. If you know someone who might be willing to carry this on next year, please contact Prendusi at 801-625-5522.

Wayne Padgett
Ecologist
Wasatch-Cache NF

Contest Winners Named

Grand prize winner of the 1997 contest was Mary Taddicken, Cole Elementary School, Boise, ID; teacher, Robert Heller. Mary's winning poster, also the 6th grade first prize entry, is shown below. She received a $100 U.S. Savings Bond.



First prize winners each received a $50 bond. They were:

JENNIFER CHEN, 5th grade, Intermountain Christian School, Salt Lake City, UT. Teacher: Pat VanHeyst

STEVE THURIN, 4th grade, Intermountain Christian. Teacher: Kristin Rynders

KATELYN SAMUELSON, 3rd grade, Intermountain Christian. Teacher: Paula Potter

ALYSSA BELLOMY, 2nd grade, Lowell Elementary School, Boise, ID. Teacher: Pat Applegate

MARK WALDECKER, 1st grade, Intermountain Christian. Teacher: Joy Holder

SHAYLEE BERRY, kindergarten, Fiddlers Canyon Elementary School, Cedar City, UT. Teacher: Mrs. Rigby

Eleven honorable mention winners were:

JAMIE BAYER, 2nd grade, Fiddlers Canyon, Cedar City, UT

KAYA BERRY, 3rd grade, Fiddlers Canyon, Cedar City, UT

LISA CHANDLER, 6th grade, Washington Elementary School, Boise, ID

JAMES CHIDESTER, 5th grade, Sally Mauro Elementary School, Helper, UT

CLAIRE DALBY, 4th grade, Lowell Elementary, Boise, ID

WHITENEY DIETLEIN, 2nd grade, Intermountain Christian, Salt Lake City, UT

BALLIE HELLSTROM, 4th grade, South Rich Elementary School, Randolph, UT

STACY HORTON, 6th grade, Intermountain Christian, Salt Lake City, UT

KURTIS HUNSAKER, 3rd grade, Sally Mauro Elementary, Helper, UT

ANDREW PONTIUS, 6th grade, Lowell Elementary, Boise, ID

NATHAN WHEATLEY, 3rd grade, Ellis Elementary School, Chubbuck, ID

Forest Service Offers Success Stories

Forest Service employees have taken the reinvention and National Performance Review efforts seriously. The following items are drawn from a list of 46 "success stories" across the country compiled by Ann Matejko, former Targhee public affairs officer, shortly before she retired in December, 1997. A disproportionate number of R4 "stories" are included, because the Editor thought employees would like to know what's going on in our own Region especially. To get the complete list, or add your own to it, call Dave Radloff, special assistant to the Chief, 202-205-1369. If you want more information, each success story includes a name and phone number.

Weed Day

In Millard County, Utah, the entire community focuses on Weed Day. Once a year, 200 people from the Forest Service, Bureau of Land Management, Bureau of Indian Affairs, Natural Resource Conservation Service, County Commissioners, County Weed Board, Utah Department of Agriculture, Coca-Cola Co., 4-H, Boy Scouts, U.S. Agricultural Stabilization Service, State Extension Service along with ranchers, farmers, middle and high school students and teachers, and private citizens turn out to control scotch thistle using mechanical and chemical methods. The thistle has been controlled within a 15,000 acre area.

(Douglas Reid, Fishlake NF 435-743-5721)

70% Reduction in Internal Regulations

In the past three years, the Forest Service substantially reduced internal regulations by 70 percent, removing 31,000 pages of obsolete or redundant direction in 44,500 of 83 Servicewide handbooks. This was done by a September 1996 deadline set in Executive order 12861. The Directives and Regulations Branch developed a booklet, "Guide to Forest Service Directives," which has an overview of the directive system and instructions for electronic retrieval. The directive system will also be available on Internet.

(Marian Connolly, USDA Forest Service, Directives and Regulations Branch, Information Resources Management Staff, Arlington, VA 703-235-1488)

Forest Service Enlists with the Army

The U.S. Army was looking for a few good resource managers on several of its installations across the U.S. and Korea, and some Forest Service employees signed up. Under a new interagency agreement with the Army Environmental Center, Forest Service employees provide natural and cultural resource assistance on several installations. The army pays for the service but saves money by not having to contract or hire new employees for short-term needs. The Forest Service benefits from work opportunities for employees in new settings, while realizing monetary savings on home units.

(Leslie Weldon 410-612-7078; Mark Cleveland, 410-671-1225; U.S. Army Environmental Center, Attn:SFIM-AEC-EQD, Aberdeen Proving Ground, MD 21010-5401;
laweldon@aec.apgea.army.mil or mhclevel@apgea.army.mil)

Dozens of Partners Create One Ecological Map for Eastern U.S.

Imagine dozens of federal and state agencies, academic institutions and non-profit organizations agreeing on one format for ecological mapping and characterization. Impossible? Well, it happened. The Forest Service's Eastern and Southern Regions pulled together more than 200 partners, who coordinated with interdisciplinary science teams to develop maps and characterization data of the Eastern U.S, presented on CD-ROM, showing a common land unit, irrespective of ownership or use. The maps can be used to describe and predict land management potentials and limitations; for collaborative stewardship work; and to serve as agreed-upon base for data collection, evaluation and monitoring. Thousands of maps and CDs have already been distributed by the "Eastwide Project."

(James E. Keys, Jr., Forest Service Mapping and Integrated Inventory, Project Manager, Region 8 Atlanta, GA 30367, 404-347-7223)

Partnerships Save Cutthroat Trout

Because the native cutthroat trout populations are declining drastically throughout the West, the Targhee National Forest set up challenge cost share agreements with partners including the Henry's Fork Foundation, Idaho Department of Fish and Game, Idaho State University, Henry's Fork Watershed Council and the National forest foundation. Savings from the two-year partnership was $50,000.

A 12-member group from agencies and organizations assists with planning, funding, and implementing a recovery program that covers two million acres of federal and adjacent private lands, mainly along the Henry's Fork of the snake River.

The partners have completed research about the historical relationship between cutthroat and non-native trout; conducted 300 miles of stream habitat and population surveys; identified 10 potential habitat improvements; increased public awareness through

newspaper and presentations; developed a free information brochure, interpretive signing and posters; and restored one mile of cutthroat trout stream. Continued success will mean the native cutthroat may never have to appear on an endangered species list.

(Dan Delaney, Targhee NF, 208-624-3151)

Juniper Becomes an Economic Success

The Western juniper is usually considered a rangeland weed that is knocked over, burned or destroyed. The Western Juniper Steering Committee, a loose coalition of private and government interests started by the Forest Service, wanted to do better. The committee saw the juniper as an overlooked economic opportunity. By collaboratively creating new commercial uses for the juniper, the committee has helped create 100 partnerships with 35 projects successfully completed, involving 50 private companies, research institutions, government agencies, and environmental and community development groups. Total cash and in-kind investment has totaled over half a million dollars with less than 10 percent from the seed money of Forest Service development programs. New markets are opening up for juniper, jobs are being created, and a unique, large-scale partnership continues to grow.

(Larry Swan, Winema NF, 541-883-6714)

Yurts Provided for Skiers and Snowshoers

Yurts are 16-foot, dome-shaped, non-permanent structures that provide shelter, cooking and heating stoves and bunkbeds in the winter for campers. Pooling resources, the Pocatello Recreation Department, Idaho State University, Nordic Ski Association and the Caribou National Forest established a "Portneu Range Yurt System" to meet the demand of the local population for non-motorized overnight snow facilities.

The yurts are placed across the Portenuf Range on the Caribou and on private lands "lent" by volunteers. Volunteers, Forest Service and county personnel monitor the use and condition of the facilities. The university manages the reservation system and provides safety information, map and winter supplies. All "profits" from the nominal fee return to yurt maintenance. Persons with disabilities can take yurt trips through the university-sponsored Cooperative Wilderness Handicapped Outdoor Group.

(Deb Tiller, Caribou NF, 208-236-7500)

New Check Writing System Makes Customers Happy

The Eastern Region 9 of the USDA Forest Service has successfully revolutionized the way the agency pays vendors with a "Third Party Draft" (TPD) check writing system. The system enables nonprocurement people to write checks to vendors for under $2,500 (considered small purchases) and procurement people to write checks for up to $10,000. This quick method of payment pleases those the Forest Service does business with, especially in rural communities. If a vendor's stock is bought out, for instance, they can restock almost immediately. The advantage of this is especially evident in emergencies such as fires. Region 9 now handles payment and processing of TPDs for the entire Forest Service; they processed more than 22,000 checks for a total of $88 million dollars last year.

(Sherrion Lewis-Scott or William Millard; USDA Forest Service, Region 9, 310 West Wisconsin Avenue, Room 500, Milwaukee, WI 53203, 414-297-1281)

Land Management Agencies Provide "One-Stop Shopping"

Within the last two years, the Department of Interior's Bureau of Land Management (BLM) and the Department of Agriculture's Forest Service started trial combinations of offices, information, personnel and resources in Montana, Colorado and Oregon. The cooperative, money-saving effort grew logically from the fact that the two agencies (1) have a similar land management missions of multiple use; (2) produce similar services such as campgrounds, firewood or travel maps; (3) use similar data bases; (4) hire people with similar technical backgrounds; and (5) serve the same customers. The trail consolidations provide customers with a variety of goods and services in one location.

The trail consolidation of the San Juan-Rio Grande and the Pike-San Isabel National Forests and the Montrose and Canon City Bureau of Land Management Districts in Southern Colorado is a good example of the successful "one-stop shopping" approach that improves services and saves resources.

(David Radloff, PO Box 96090, Washington DC 20090-6090, 202-205-1369)

Working Better with our Navajo Neighbors

Conflicts over boundaries, cattle and horse trespass, and fuelwood collection had strained the relationship between employees on the Tusayan RD, Kaibab National Forest, and their tribal neighbors in the Cameron Chapter, Navajo Nation for 90 years. The district folks decided it was time for better relationships with the neighbors. The two groups met together, discussed problems and worked together on solutions.

The most immediate problem was fuelwood, used by the Navajos for heating and cooking. Since the reservation is mostly treeless, the wood would have to come from federal lands. The district prepared a fuelwood sale, close to the forest-reservation boundary, sold it to the Chapter, provided chain saw training, and organized a fuelwood vendor agreement. Navajos can now buy fuelwood permits at their Cameron Chapter House, saving the 120-mile round trip drive to the Tusayan district.

The fuelwood solution also led to resolution of cattle trespass along the Forest-Chapter boundary. Navajo ranchers rounded up their stray cattle, sheep and horses, and Forest Service employees and ranchers constructed a boundary fence.

(Renee Thakali, Kaibab NF, PO Box 3088, Grand Canyon, AZ 86023, 520-638-2443)

Owl Hunters Looking for Birds

Five technicians spent several weeks braving winter weather and darkness to search for owls in the Targhee National Forest. The work was to continue through mid-June as the owl hunters turned their attention to other birds.

Bill Pomeroy of Driggs heads up the technicians for Teton Basin Ranger District, whose job is to determine whether various species of owls live in the forest. Other surveyors are Dave Ovard, Leslie Leroux, Lee Jones and Jeff Jung.

The group started work at dusk and generally had finished the survey by midnight. "We never got through a night without someone stopping and asking what we were doing and if we needed help," Pomeroy said.

"When the snow was really deep and the roads narrow, we had to park on county roads and start out from there. Winter travel had to be by snow machine. But now that spring is starting, we can hike or use ATVs or horses."

Pomeroy said owls' biggest need is for habitat. "They prefer old growth trees and snags for nests. Most owls use existing holes in the standing dead trees, while others use nests that hawks have built in previous years." One problem for owls is that there is great demand for standing dead for firewood use. "We have very limited old growth timber, so most of the owls have to go to younger stands of trees to nest."

How do you find owls on a dark winter night?

"First you find areas that look as though they would be good habitat. Then you start listening and watching. Eventually you use tape recordings of selected owl calls and sometimes, if you're lucky, they will answer. We determine if the owls live in the neighborhood. We don't determine numbers."

Boreal Owl.

Some owls are very sensitive to human intrusion and some owls are not. Boreal Owls don't mind humans much. "I have stood at the bottom of a tree and directed my flashlight right on a Boreal Owl on a branch just over my head," Pomeroy said. "Other owls, you're lucky if you catch a glimpse of them as they fly away."

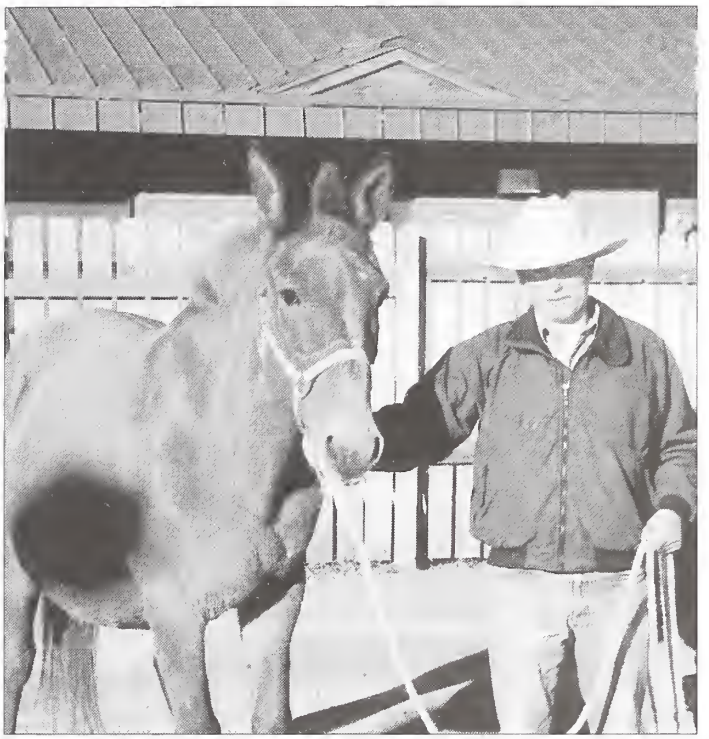
Searching for owls and other birds is timed according to their courting and mating seasons. Boreal Owls complete their mating in March, and Great Grey Owls mate in May. Three-toed woodpeckers will mate and be surveyed in May-June; the Northern Goshawk mates in April-May.

Some of the work is part of forest plan monitoring to determine how well certain kinds of wildlife are doing. Other surveys are necessary to know the potential impacts of Grand Targhee Ski area expansion which is taking place over the next few years.

"We really have no way of knowing what's out there," Pomeroy said. The surveys will continue over the next few years.

Teton Basin technicians Dave Ovard (left rear), Bill Pomeroy, Lu Jones (bottom left) and Leslie Leroux hold a stuffed Great Grey Owl.

Mule "retires" after 30 years of service



"Rufus" the mule, held by Range Technician J.C. Stimpson, is taking over on pack trips for "Jenny," recently put out to pasture after 30 years of service.

Forty-year-old "Jenny" the mule retired this spring from years of backcountry packing at the Teton Basin Ranger District, Targhee NF. Meanwhile, a younger mule, "Rufus," has joined the pack string. "Jenny" came to Teton Basin from the Bridger-Teton NF. "Jenny has been a faithful civil servant for all these years," said J.C. Stimpson, who handles the district's livestock. "We aren't going to work her anymore, but we will occasionally take her into the mountains she loves so much. When she dies we'll bury her in the mountains."

Stimpson said Jenny never had to be tied or hobbled. "She'd always be there in the morning. She really likes hotcakes and oatmeal. She's always come in to breakfast."

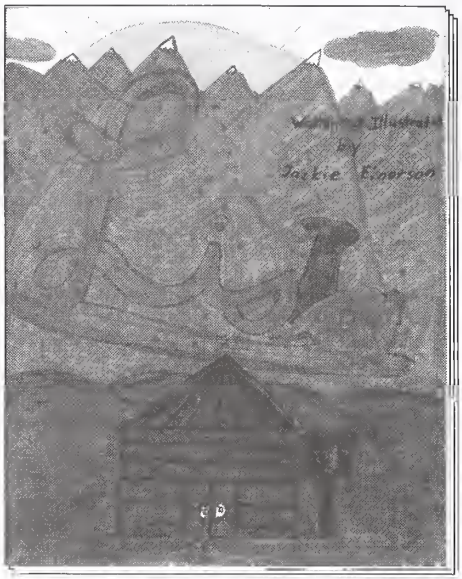
"Rufus" was owned by contract pilot Fred Weed in Alta, Wyoming who owned a flying service in Driggs. He was killed in a plane crash a few years ago. Since he had worked with the Forest Service on many survey jobs, his widow donated the mule to the district in Reed's memory.

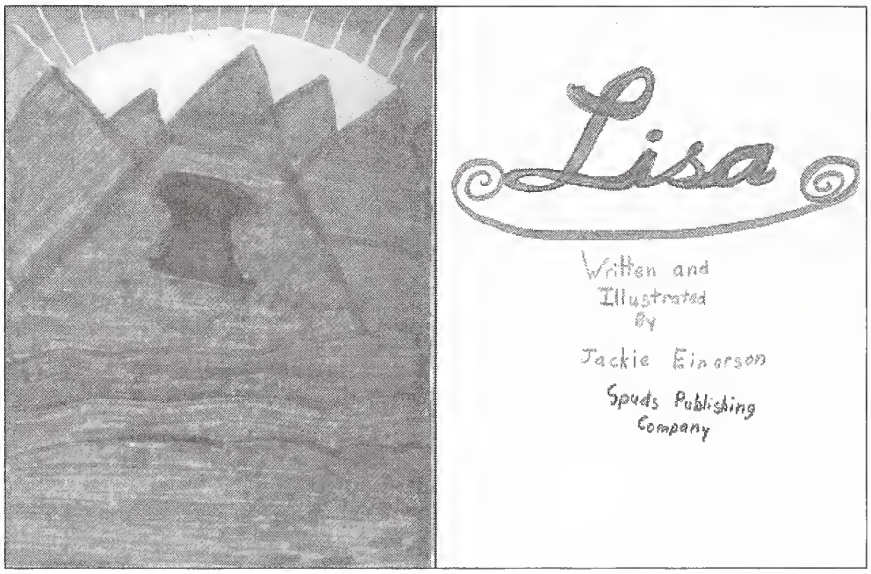
"Rufus will spend the field season hauling trail, bridge, range and wildlife improvement materials to the back country, benefiting forest users," said District Ranger Patty Bates. She said that horses and mules are vital to back country work. A large percentage of the area cannot be reached by motorized vehicles. Pack animals bring in supplies. "They have carried some of everything—food and camping supplies, sleeping bags, grass seed, gravel, bridges. On fires they carry water, fire mop-up kits, food for the firefighters, chain saws and tools."

Lisa the Wilderness Ranger

by Jackie Einerson

*[**Editor's Note:** The following is an original book written by a 10-year-old girl as part of a gifted/talented program project at her school in Idaho Falls. She submitted the book to the Targhee National Forest in hopes that the Forest Service could publish it as a wilderness guidebook. Because of Lisa's interest in the Forest Service and in wilderness management, the Editor requested and obtained permission from Ms. Einerson and her parents to run this interesting booklet in this edition of* Intermountain Reporter.*]*





To Jackie
From Jackie

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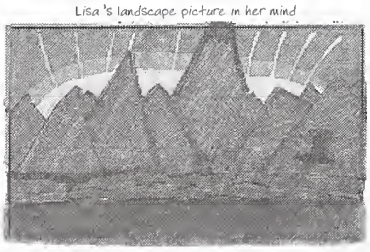
Lisa's landscape picture in her mind



Lisa had a beautiful picture of a landscape in her mind. There were mountains and a radiant sun setting. She couldn't wait for school to end. This summer she was going to get a job with the Forest Service. She was going to learn how to guide people through the wilderness. Finally the bell rang. Her teacher dismissed her class. Her last year of high school was over. Lisa went outside and walked home.

When Lisa arrived home and opened the door, she found a letter on the table. It was from the Forest Service. She was very afraid. She wondered if she got the job or not. She carefully and

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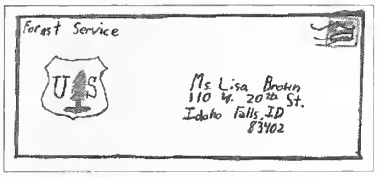
very slowly opened the letter and read it. She had the job! Lisa ran to the phone and called her parents. The first time she called, she dialed the wrong number because she was dialing too fast. She said "sorry" to the lady whom she had called. She tried calling her parents again. They were so excited. They came home immediately.

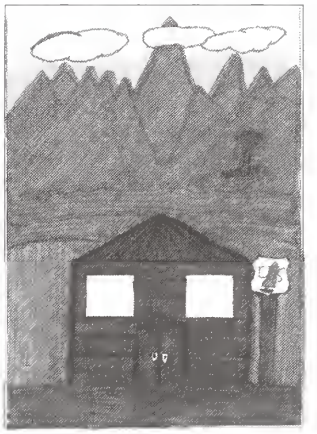
The letter on the table



Lisa packed up two weeks later, and her parents drove her to the bus that would take her to the Forest Service cabin. She said good-bye and was on her way.

At 4:00 p.m., Lisa arrived at the cabin. She went inside and said to the director, "Hi, I'm Lisa and I'm here to learn how to guide people in the wilderness."

Forest Service Cabin



He said, "Hi, I'm Mr. Anderson. I'm so happy you came. What made you want to do this?"

"Well, I love the wilderness and I want to be in it more. I also want people to learn about the wilderness because many of them pollute the earth and I want them to see how wonderful the earth really is."

"That is a very good reason. I love the wilderness too. Why don't you go outside and look around?"

"Okay, I might as well."

Lisa went outside and looked around. She felt wonderful. She loved the wilderness so much. After a while, she found a flat spot and set up her tent. At 6:00 she made her dinner, ate it, and went to bed.

The next day she woke up and wondered where she was. She peeked out of the tent and saw the mountains. Suddenly, she remembered. She couldn't wait to start. She was going to learn a lot more about the plants and animals in this mountain range. She put on her clothes for the day, went outside, and ate her breakfast. Next she went inside the cabin and asked Mr. Anderson, "How many people will be learning how to be guides?"

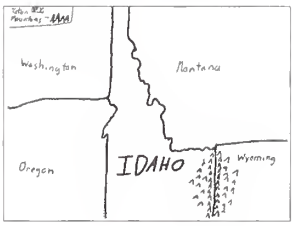
He said, "A girl named Terry is the only other one. She is more experienced than you, so she will be helping you on some of the hikes that you lead. She is taking the class again because she missed a lot of days last summer. She kept getting a bad cold."

"Is she nice?"

"Yes, she is very nice."

At 12:00 that day they started the class. First, Mr. Anderson said, "We are in the Teton Mountains in Idaho, which you should already know, and we are going to learn about animals, First..."

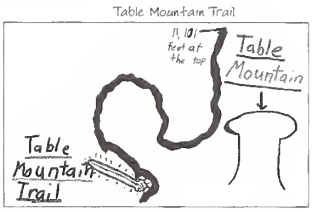
Idaho 's Teton Mountains



On July 17th, Lisa woke up and was very excited because this was her first day of guiding. Terry was going to help her. They were very good friends by now. Lisa got up and went outside.

At 10:00, Lisa and Terry had all their gear ready. The people that they were going to guide arrived on the bus. Lisa was very, very eager to start.

Table Mountain Trail



At 10:15 they started. Lisa was first, then the people they were guiding, then Terry. First Lisa said, "We are in the Teton Mountains in Idaho, and we are hiking up Table Mountain. Table Mountain is 6.3 miles from the trailhead to the top. It is 12.6 miles there and back. From the trailhead, it is 4,145 feet of elevation. There are

Monkshood Flower

many wildflowers in bloom this time of year. My favorite is Monkshood. They are called Monkshood because the top part of the flower is hood-shaped. They are usually dark purple. You can find them in wet meadows. If anyone sees any, tell me, and I'll tell the rest of the group."

"We are going to learn about safety rules first. It's not very likely that you'll run into a bear, but it's a good idea to know how to act in case you do. First, try to identify what kind of bear it is. A grizzly has a hump on its back and the fur has silver tips. A black bear can be black or brown. Talk in a low soft voice so the bear can tell you're human. The bear may stand on its

hind legs to try and identify you. Never run away. The bear is just trying to see better. Back away slowly. If the bear follows, stop. If the bear charges, don't run. It's usually a bluff. Even an Olympic sprinter can't outrun a bear. If a black bear becomes aggressive, yell, throw rocks, and just try to scare it. If it's a grizzly, get in a cannonball position. Curl up in a ball with your head between your knees and hands over your neck. It might be a good idea to carry pepper spray. This is made from hot peppers. You can use it if a bear attacks and is close to you. This inflames the mucous membranes and makes it hard to breathe and see. Any questions? Okay. The next thing is..."

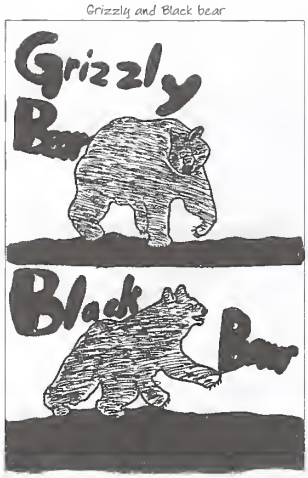
"Now let's move on to storms. If you're hiking or backpacking and it starts to thunder and lightning try to get below timberline. Go to a clump of small trees. Never one tree. If you can't go below timberline, squat down in a low area with your head down. Any questions? Okay. Now we'll talk about..."

When the hike was over Lisa siad, "Terry, thanks for helping me. I had a lot of fun."

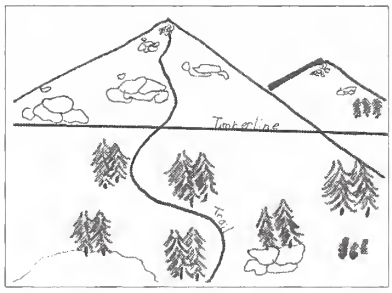
You're welcome. I had fun too," said Terry.

One day while Lisa was guiding a group, they went around a

Grizzly and Black bear



Timberline



clump of trees and everybody froze. There was a grizzly bear right in the middle of the trail. Lisa had told them what to do before, but they just stood there. Lisa said, "Do what I told you to do when you meet a bear," in a soft, trembling, but also angry voice. Everybody went into the cannonball position. The bear stood on its hind legs. Lisa

Grizzly Bear on hind legs growling

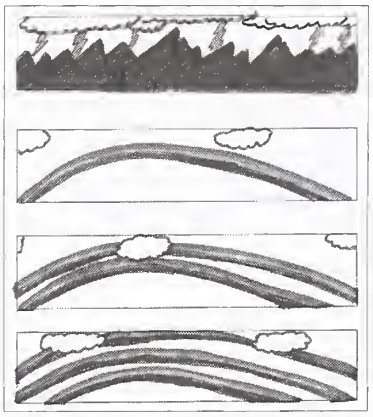
stood up slowly and talked quietly to the bear in a soft, soothing voice. While she was talking, she quietly grasped the pepper spray from her belt. The bear started getting aggressive. It started snapping its jaws and laying its ears back. Next, it charged straight at Lisa! When it was about five feet away, Lisa sprayed the pepper spray in its face. The bear ran away in pain. Everybody got up trembling. They were scared and Lisa was relieved. A boy about 7 years old, asked it they could go back.

Lisa said in a trusting voice, "The bear won't be coming back so we don't need to worry."

About an hour later, it started raining. It rained harder and harder and then it started lightning and thundering. Everybody got out their rain gear and put it on. They found a big clump of trees and went under it. About three hours later it stopped and everybody felt great. A rainbow appeared across the sky, then a double, then even a triple! Everybody thought it was beautiful. Lisa was overjoyed. They started back.

When they got to the cabin, the 7 year-old boy who had asked if they could go back earlier said, "I'm happy we didn't turn back. Those rainbows were beautiful." Lisa smiled at him and the boy

Rainbows and Storm



smiled back. Everybody boarded the bus.

Lisa went to bed early because she was so tired. The next

morning Lisa told Terry and Mr. Anderson about the exciting day. They laughed. Lisa had fun the rest of the summer. When it was time to go back home, Mr. Anderson gave Lisa a badge and some pepper spray because she had done a good job. Lisa said good-bye and left. She was happy to be on her way home.

Lisa on her trip home

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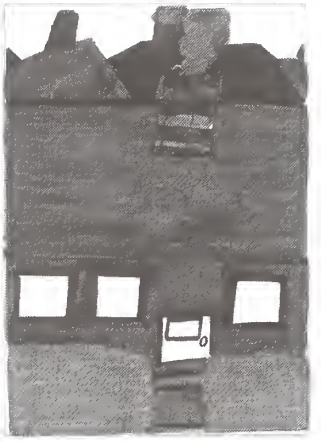
Lisa's house



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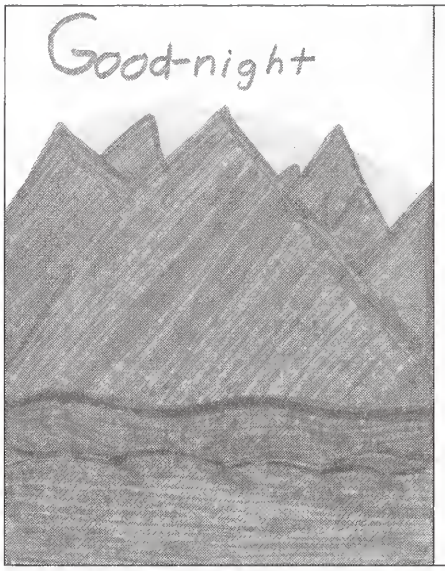
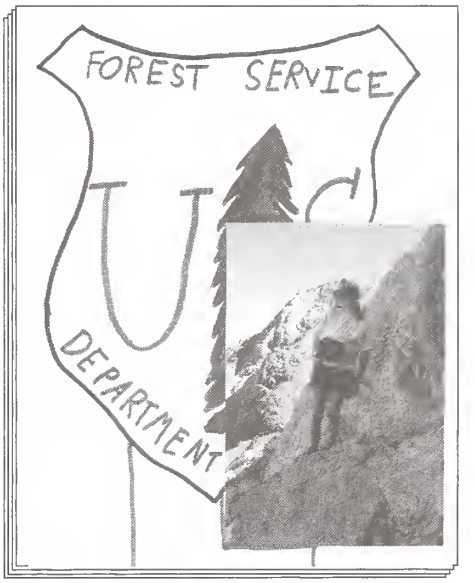




Jackie Einerson is 11 years old and lives in Idaho Falls. Her nickname is Sheriff Jackie Wackie. Her birthday is Valentine's Day. She wrote the book *Lisa* about the wilderness because she loves the wilderness and wants people to respect it.

Jackie likes to hike, backpack, camp and ski. She also loves to read and to play football, baseball, basketball and soccer.

Jackie wants to be a guide (wilderness ranger) with the Forest Service when she grows up. She also wants to play soccer when she can.

High Sierras Workshop Yields Jefferson Award Nomination

A Carson City middle school teacher and Forest Service contractor was nominated by the Forest Service for the 1998 Jefferson Award for her work leading the High Sierra Resources Workshop—a natural resources education experience for Nevada youth.

Carol Heinricy received the nomination from Steve Hale, Recreation-Public Service coordinator for the Carson RD. The contest is sponsored by the American Institute for Public Service in Washington D.C., to honor ideals and achievements in public service.

Heinricy is starting her fifth year leading the High Sierra Workshop. Every spring she leads planning for a group of educators and natural resources professional who conduct the educational activities.

The eight-day, residential environmental education experience follows the theme, "A River Runs Through It" through the urbanized Carson Valley upstream into the Carson-Iceberg Wilderness. Along the journey students develop critical thinking skills, work with resource professionals on the Humboldt-Toiyabe National Forests, and return home with an intimate attachment to this unique Sierra Mountain ecosystem. The workshop is the only such educational experience available to Nevada high school students.

Former Carson City Ranger Guy Pence (now a staff officer on the Boise NF) first proposed the workshop as an interactive educational experience for students who would be challenged to analyze and make decisions about the natural resource issues the Forest Service manages.

Partners for the workshop include Carson City School District, Nevada Division of Forestry, Nevada Division of Wildlife, Natural Resources Conservation Service, the Humboldt-Toiyabe NF, and the Backcountry Horsemen of Nevada.

Carol Heinricy (back row, far right) poses with a group of students from the High Sierra Resources Workshop. The group is about to enter the Carson-Iceberg Wilderness on the Humbolt-Toiyabe National Forest.

Showcase on Service

Gary Fullmer
Fairfield District Ranger
PO Box 189
Fairfield, ID

Dear Mr. Fullmer:

I would like to express the Great Basin Training Center's appreciation for the assistance provided by Buz Vanskike as an Instructor in the S-339 Division/Group Supervisor training course presented at NIFC March 17-19, 1998. Buz was instrumental in making this course a huge success.

Buz brought to the session his extensive training background, subject matter expertise as a Division/Group Supervisor, and enthusiastic and informative support. His participation in the course presentations elicited comments from the students, such as the following: "Excellent, professional cadre of instructors. Very knowledgeable. The instructors made the course."

I believe we all recognize the extra effort that is required of an individual when they agree to serve as an instructor for an interagency session such as Division/Group Supervisor. It would be impossible to carry out the Great Basin Fire Training program without the dedication and expertise provided by professional individuals such as Buz.

Thank you for the continuing participation by the Fairfield Ranger District in the Interagency Fire Management training effort.

Ted Mason
Course Coordinator
Great Basin Training Center

Joanne Stenton
Teasdale Ranger District
PO Box 99
Teasdale, UT

Dear Joanne:

Sorry it took so long to send this paper work. We were contemplating whether or not to renew our permit. Once again we didn't use the National Forest although we did have a better business year. I wanted to thank all of you for your kindness and consideration in dealing with us. I would especially like to thank Joanne. In setting up our outfitting business we talked with many national forests and land owners. Your service beat everyone by miles.

I know that our outfitting operation was a low priority on many lists and understand the reasons why we were often put on the back burner (with other people), but that never happened with you. I have a great deal of respect for the Teasdale District. Thank you so much.

Our business was growing slowly and I believe we could have eventually utilized the magnificent Boulder Mountains, but it looks like I'm moving to Alaska and we will probably dismantle our operation. We will not renew our permit with you this year. I'm truly sorry. Joanne, I talked with you the most and you were an incredible help; I appreciated your patience and professionalism. Thanks again.

Sincerely,

/s/ Travis Proctor
(Fly-fishing manager)
Wasatch High Country Outfitters

More R4 Retirees Recalled

[EDITOR'S NOTE: Here, as promised, is another round of names of folks who left the Intermountain Region at the end of the year. Unfortunately, we still are missing entries from the Salmon-Challis, Wasatch-Cache, and many names from the RO and Bridger-Teton. Intermountain Reporter *would still welcome and publish additional career highlights/retirement plans in next edition—so feel free to send this information on yourself (if a retiree) or your favorite colleague to the Editor (see Editorial Policy on page 2 for where/how to submit information). Thanks!]*

Ashley NF

RULEN WOOLLEY

retired January 2, 1998 as forestry technician, Duchesne RD. He spent 13 1/2 years working on the district in recreation and facility maintenance. He also helped with maintenance on Forest Service vehicles. Rulen always met each new challenge with enthusiasm and an appreciation for the overall goals of the Forest Service. He is a quiet person and when he says something you can take it as value. His coworkers and associates found him to be a caring person with great concern for doing a good job. Rulen's work in recreational facilities at Stockmore and North Fork are appreciated. Rulen is finishing up a garage he is building, keeping his truck clean, visiting his mom and enjoying life. Rulen's duties have been assigned to other Duchesne personnel.

J.C. HUMPHREYS

retired Dec. 30, 1997 as forestry technician on the Duchesne RD, where he had spent 23 years working in recreation, range, fire, and wilderness. He started his career as a wilderness ranger in the Grandaddy Basin in the High Uintas, and spent most of his years in Rock Creek Canyon and North Fork. His extensive knowledge of the area and his love for the job made J.C. very important to the district. He plans to travel, spend a lot of time at home doing his "honey-do" list, love life, spend time with his wife, and do as he pleases. He and his wife LaMay like to travel to Wendover and Mesquite when they get bored. He says he is going to love life to the fullest. His position is being advertised.

JODEAN A. WILLIAMS

retired December 30, 1997 as support service specialist. She spent 28 years working as clerk and SSS on the Vernal Ranger District. Her expertise in budget and her ability to manage operation of the district will be missed. She is loving the freedom of retirement. JoDean is traveling, visiting children and grandchildren, taking up photography and dabbling in the stock market. Her position will not be filled at this time.

GENE ZACHARY,

realty specialist for the Flaming Gorge National Recreation area, retired Dec. 30, 1997. He spent 25 years in government service beginning his career with the Navy. He spent a lot of his time on the Wallowa- Whitman National Forest on the Pine Ranger District. He began as a forestry aid, then a forestry technician, and then transferred to the Ashley as realty specialist. Gene met each new challenge with enthusiasm and provided strategy and leadership to his associates. Gene was instrumental in supporting and implementing the Fee Demonstration Project at the Flaming Gorge NRA and also supported the Dutch John Privatization effort. His advocacy for recreation opportunities enhanced the experience for the visitors to this area. Gene's job will be filled as soon as feasible.

MERLE CECIL

retired January 2 as payroll and accounting clerk for the Flaming Gorge NRA. She spent 20 years working for the Ashley. She began her career working for the Bureau of Reclamation. Merle has had many assignments and responsibilities from being the "frontliner" (information receptionist) at Dutch John to doing payroll, travel and other duties as assigned. Merle will be moving to Page, Arizona, and will find lots to keep her busy. Her position will not be filled at this time.

Bridger-Teton NF

FRED KINGWILL

retired from the SO Dec. 30, 1997 after 29 years of federal service. His last 18 were on the Bridger-Teton, as the forest's first public affairs officer and later working as a management analyst in facilitation, training and development. Kingwill started work for the Forest Service in 1962 with a summer job on the Siuslaw National Forest as a recreation guard at Oregon Dunes. He also worked a summer for Colorado Game and Fish while getting his forestry recreation degree at Colorado State University. He worked as a naturalist on the Apache NF and later as naturalist in Sabino Canyon and snow ranger at Mt. Lemon on the Coronado NF, both in Arizona. He then served two years in the Navy in Vietnam and in the Caribbean, doing public relations work and writing for the *Navy Times*. Kingwill next did a master's degree in environmental communication at the University of Michigan, then taught at high school and college in Ann Arbor. He was planning a return to one of the Western resort towns to make his living as an artist. Meanwhile, a Forest Service job came up in Durango, CO, to work for the San Juan NF as a forester. Kingwill later negotiated a switch to public affairs—and spent 8 years as the forest's first PAO, also doing environmental education work for R2. He came to the Bridger-Teton in 1980. Kingwill said he now just has more time to devote to his true vocation—painting and teaching art.

Caribou NF

BOYD COOK

Boyd began his Federal career with the Soil Conservation Service in Pocatello, Idaho in 1968. He moved to the Caribou National Forest in 1973 as a mining engineering technician and remained on the forest until his retirement on 1/03/98.

Boyd was instrumental in advances in good reclamation practices in partnership with the mining industry on the Caribou. His skills were highly respected resulting in his serving as an instructor on several occasions at national minerals training. He was the

recipient of the Idaho Mining and Reclamation Award as Outstanding Agency Reclamationist in 1992 and 1994 and he was one three recipients of the 1995 National Minerals Management Award. On two different occasions, Boyd was invited by the Venezuelan government to visit the country where he shared his reclamation expertise. An all-weather, avid fisherman, Boyd's plan for the future is to work hard at keeping his fishing line wet.

ROBERT J. BOLT

Bob spent his 25-year career in the rapidly changing computer world. He began working with computers for the IRS in 1972 in Memphis TN. Bob started with the Forest Service in 1979 on the Ouchita National Forest in Arkansas and remained there through the Data General years. In 1988, Bob move to the west, arriving in Nevada as a computer programmer analyst on the Humbolt National Forest. From there he moved in 1993 to the Caribou where he retired in December, 1997. Bob continues to volunteer for the Forest Service as part of the National PWPS team. Around the Caribou, Bob's love for golf is contagious and he continues to play often.

GEORGE COTTON

George hired on with the Forest Service in the fall of 1969. His first assignment was Warehouseman at the facility on the Caribou National Forest. The warehouse and the adjacent large, grassy area became George's Castle. Folks on the Caribou remember that if you went to the warehouse, you'd better be ready to state your business, have your supply paperwork in order and it helped a lot if you'd admire George's hard work on the lawn! In prior years, George was a part-time dispatcher at the warehouse, and in 1981 he became officially a forestry technician - dispatcher. But even George's Castle was not impregnable to changes within the Forest Service. He locked the doors of the Dispatch Office at the Caribou warehouse and joined the interagency team as the East Idaho Interagency Fire Center (EIIFC) became operational in 1995. George landed amid new dispatch and computer equipment, new people and a new commute to work at the Idaho Falls office. Even this late in his career, he worked hard to make the new center a success. George generously shared his knowledge and war stories until the call of the tackle box became too strong and he retired in late December of last year.

LARRY R. GORRINGE

Larry's Forest Service career began in 1965 when he accepted an appointment as a civil engineer on the Boise National Forest. Three years later he moved to the Cache National Forest in Logan, Utah. His next move was to the Sawtooth National Forest in 1972, then to the Caribou National Forest in 1975. He was reassigned to the Targhee National Forest on 1977 and then he moved back again to the Caribou and stayed until his retirement in January of 1998.

Late in 1996, Larry became a "road warrior" when he accepted the challenge to serve both the Caribou and Targhee National Forests at forest engineer. As he split each week between Pocatello and St. Anthony, he quietly admitted once that he could probably make the trip with his eyes closed–but we don't think he really ever tried that. Larry is well respected and missed. Larry is doing a lot of reading and working/playing on his computer. He has a keen interest in the Boise Valley so we may see his name on a book jacket someday.

CAROL E. JONES

Carol began with the Forest Service in 1975 working part-time as a fire dispatcher in Malad. She was hired full time in late 1976 as a clerk-typist and moved in 1978 to the SSS position on the Malad District. Carol has always been active in the fire effort using her skills in purchasing and contracting. Carol worked under six different district rangers during her career at the Malad District Office and survived the advent of first the Data General and then the IBM. Carol remains in Malad with her husband and three sons and says she's going to "kick back for a while".

CHARLES L. PARSONS

In 1965, Charles started his Forest Service career as a seasonal in the town of his birth: Jackson, Wyoming with the Teton National Forest. In 1968, he accepted an appointment as a forestry technician on the Bridger-Teton National Forest. In 1976, still on the B-T, Charles became an engineering operator, which was more in keeping with a true "motorhead". Mixing his fondness and skills for working with vehicles, Charles became an equipment specialist-automotive in late 1985. In 1987, a result of reorganization, he moved to Pocatello to work for five forests in a cluster arrangement. He served the B-T, Caribou, Salmon, Challis and Targhee. Charles has worn many hats at different times: insect control, general district assistant, mechanic, and automotive repair inspector. On 04/26/87, he was reassigned to the Caribou National Forest and he remained there until his retirement on 01/03/98. Charles was always in uniform and wore it with pride.

The Caribou folks hold Charles as an example of customer service. Some even tell stories of being rescued by Charles when their personal vehicles broke down. Charles maintains strong friendships made over the years and his interest in the Forests will remain strong into retirement. Charles is spending part of his time in Massachusetts with this daughter and grandkids. Future plans include more visits across the country and finally settling in Jackson, Wyoming.

TATTERSON SMITH

Tat grew up and attended college in Pennsylvania before he came west. He started with the Forest Service as a seasonal on the Grey's River Ranger District of the Bridger National Forest in Afton, Wyoming. His permanent appointment came in the summer of 1958 as a forester on the Salmon National Forest, working in the beautiful Frank Church country. He later was drafted into the military. When he returned, he went to work on the Cache National Forest and became the Paris district ranger in 1969. When the Paris, Preston and Montpelier Ranger Districts combined into the Montpelier Ranger District, Tat remained ranger until 1974. Wanting to stay in southeast Idaho, Tat then moved to the position of supervisory forester in Montpelier where he stayed until is retirement in 1997. Tat's been out on the snow machine a lot lately, according to reports, and is volunteering his efforts to the Rails and Trails Museum. This summer, we expect to see Tat on the golf course a lot!

PAUL R. NORDWALL

Paul retired January 2, 1998, after serving 35 years in the Forest Service. Coming from a Forest Service family, Paul started as a seasonal with various jobs including recreational surveying in Colorado and smokejumping out of Missoula, Montana. He earned a Bachelor's degree in Forest Management from Michigan State University and went on to serve two years in the Army as a combat engineer in Korea. Paul became Ranger Nordwall in 1970 during several district ranger assignments in Arizona and New Mexico. He served in the Washington DC office of the Forest Service from 1981 to 1984 in policy analysis and Wilderness legislation. In 1984, Paul moved to Pocatello as Caribou National Forest supervisor where he remained until his recent retirement. Paul's unique supervision style challenged the district rangers who often found their performance evaluations scheduled on horseback or cross-country skis.

Paul, his wife and two daughters moved to Colorado in January where his parents, Dave and Lois Nordwall live. (Dave Nordwall retired several years ago as Rocky Mountain regional forester after 37 years with the Forest Service.) Paul is looking to teach or perhaps work in areas he really enjoys such as bicycle access or ski area development and management.

Targhee NF

GARY GOODWIN,

computer program analyst, SO, retired with 26 years service. When asked how his retirement was going, he replied, "so far, so good." Gary still swims 2-3 times a week at Green Canyon Hot Springs and Ricks College. He walks on days he isn't swimming. He is investigating small business opportunities. The analyst position will be combined with one on the Caribou NF and filled.

MARILYN KARY,

accounting technician, SO, retired with 22 years service. She is relaxing and enjoyment retirement. She devotes her time to ceramics and other hobbies. She loves being home and can't believe she didn't do it sooner. Her position has been absorbed with existing personnel.

ANN MATEJKO,

public affairs officer, SO, retired with 21 years of federal service. Ann started as a teacher, then "changed lanes" to the Forest Service, working as a wilderness ranger and in fire information in California. Her first public affairs job was on the Targhee NF. She also was PAO on the Uinta and Ashley NFs, the Columbia River Gorge National Scenic Area and in the Washington Office, where she was account manager for the Operations Deputy area. Ann returned to the West when her husband, George, became forest supervisor on the Challis-Salmon. She commuted weekly from her Salmon home to work for the Targhee in St. Anthony. Ann now spends her time relaxing at home, homemaking, dog-sitting and dog-walking, writing and learning about her computer (when George is not on it). She also is toying with the idea of going back to teaching. Lynn Ballard has taken over Ann's public affairs responsibilities.

ROBERT RILEY,

supervisory forester, SO, retired with 35 years of service. He started on the old Porcupine District of the Targhee, and spent time in Nevada and Wyoming before coming back to the Targhee SO as timber staff specialist. Bob and his wife Alice are still debating on whether to retire in New Mexico, where both their children live, or to return to Bob's native Arkansas. His position was absorbed with existing personnel.

KEITH TWEEDIE,

natural resources specialist, Dubois RD, retired with 33 years of service. Keith will catch up on jobs around the house, first, and fill in with his city council position for awhile. This summer he will work with his son in real estate. His job will be temporarily handled by an "acting" specialist, with long term plans to fill the position permanently.

LOUISE ENGET,

support services specialist, retired with 33 years service, all on the Island Park RD. Most people retire and move to Island Park to play. Louise retired to devote more time to another job: helping her brother Bill Enget run Meadow Creek Lodge. She still loves the mountains and plans to remain here. Maybe when she reaches the age when most folks retire, she will be ready to play. The support services position has been combined with a similar position on the Ashton RD and filled with existing personnel.

SHARON EYRAUD,

computer assistant, Ashton RD, retired with 19 years service. Sharon became a grandmother in October, 1997, and has been traveling to central Idaho to be near her new grandson. She likes to read and sew, and also has some interest in substitute teaching. Her position has been absorbed with existing personnel.

MARVA MURDOCH,

support services specialist, Ashton, retired with 25 years of service. Marva has 8 grown children and, at last count, 11 grandchildren, so you can guess what she plans to do with her free time. Since retirement she has stayed close to home, done some sewing, and has learned to crochet. She has been looking forward to spring, so she can get into her yard work. Her job was combined with Enget's position on the Island Park RD.

LEW McVEY,

forestry technician, trails foreman, retired with 36 years service. Currently he lives in Irwin, Idaho. He plans to enjoy retirement. He is planning to build a new workshop in the spring and is working on his property in Jack Bench. He plans to finish building roads to access the upper position of his property. The trails foreman job, an FTE 13/13 position, will be filled.

IRA (SONNY) SPAULDING,

small watercraft operator, retired with 29 years of service. He is taking care of his small beef cattle operation. Sonny, who lives along the South Fork of the Snake River, is one of the last mountain men left in the area. He has a small log cabin with no power or running water. He plans to volunteer, help getting the waterways program started this spring. His position will be filled with a FTE 13/13.

Regional Office

SUSIE BORN,

RO-Human Resources Management, retired in December after a 36-year government career. She started working for Forest Service Research in the

Washington Office in 1961; then moved with new husband Dave to Alaska in 1966, where she worked for the Alaska Department of Transportation as a management analyst. When Dave transferred to Ogden in 1967, Susie spent a few months working for the Internal Revenue Service, then transferred to the Forest Service. She worked for many RO staffs including State & Private Forestry/ Fire Control; Soil and Water Management; and Timber, Aviation and Fire. She served as EEO specialist for Civil Rights, and a management analyst for Information Systems; before moving into the classification section of Personnel Management. For the past few years, she had administered the Panel system (which determines grade and pay for scientists) for the former Intermountain Research Station. Although she's retired, Susie hasn't totally quit the Forest Service. She finished up some panel work as a volunteer, and will also attended a Research Advisory Committee meeting in Reno to discuss a new panel process. After that? Some "insignificant travel," lots of home projects, and maybe looking for work or a project next fall, she said.

MIKE LUNT,

RO-Engineering, retired Dec. 30, 1997 after 35 years with the Forest Service. He started in R4-RO in 1962, in Engineering-Photogrammy. A year later, he joined the Sawtooth NF. A key job was engineering survey. He recalls living in an old guard station with a crank phone and a phone number of "two shorts and a long." They flew old tri-motor airplanes into the Salmon River area to do their work. Seven years later, he transferred to R3-RO in Albuquerque, NM; another seven years, and he moved to the Geometronics Service Center in Salt Lake City. One task was managing the Young Americans Conservation Corps (YACC) program, where there were several "success stories" including an enrollee who went on to get his college degree in chemistry. Eight years later, Lunt returned to Engineering in Ogden to finish out his career.

ANNA JEAN "A.J." SKEEN,

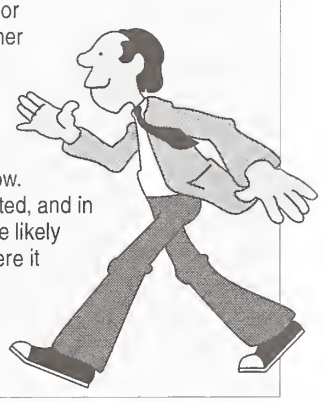
RO-Personnel, retired Dec. 30, 1997 after 37 years of federal service. Her extensive federal career has included work for the Defense Depot Ogden (DDO), Hill Air Force Base and the Internal Revenue Service Center, all in northern Utah. She also worked a short stint in the private sector. While working at IRS, A.J. got involved in that agency's extensive training system, and eventually transferred to the IRS Western Regional Training Center in San Francisco, CA as a training specialist. While there, she was recruited by the Forest Service to come back to Ogden to head up R4's fledgling employee development program. Since 1985 she has served as employee development specialist and Continuing Education Program manager—bringing innovative training such as "Investment in Excellence" and "High Performance Teams" to the region. A.J. has continued as a volunteer the past few months, finishing up some courses she was coordinating "and I think I just finished up last night" she reported in late May. She has travel plans to the West Coast this spring and to Scandinavia this summer; in between times she wants to get in some yard work and spend more time with her 10 grandchildren—four in Las Vegas, Nevada, and six in northern Utah.

Preventive Measures as Self-Defense

The following measures can reduce one's likelihood of being assaulted. However, they provide NO GUARANTEES of safety. What is important is that we each be aware of these tips, and make ACTIVE and informed decisions about what we are willing to do in our lives.

ON THE STREET - On the street, assessing territory is crucial. Walk confidently. Remain aware of the environment around you at all times.

1. Be aware of your body language. Maintain a balanced stance, have your hands out of your pockets, and your attention directed outward. Assailants select victims who do not take up much space, and who seem unaware of their environment.
2. If you are walking somewhere, let someone know when you are leaving.
3. Walk on the curb side of the sidewalk, away from doors and alleys.
4. Do not walk between two people, or in the midst of a group which you are approaching, or which is approaching you.
5. Do not approach a car to give directions. If someone claims they cannot hear, and asks you to come closer...DO NOT!
6. In order to find an easy target, attackers usually "screen" potential victims by asking for directions, a cigarette, or help of some kind. If you choose to answer at all, do so briefly, and remain alert. Do not go with them to another location.
7. Vary your route. Remember that attacks are frequently planned in advance. If you always run at 8:00, or walk your dog at 6:00, go at a different time or a different way.
8. Think about routes which you take frequently. Look for stores that are open late, public buildings, safe houses. If you needed to run, where would you go? It is useful to actually draw a map of a frequently traveled route, marking safe places with their exact locations and times when open.
9. If you are followed by a car, turn around and walk in the opposite direction–it will take the car longer to turn around. Note the license and type of car.
10. If you are followed on foot, check it out by changing your pace, crossing the street, looking at reflections in store windows, or watching for shadows. Stay under lights. Go into traffic if you can do so safely. Think of a safe, populated place you can go, like a fire station or open store. Do NOT lead the person to your home.
11. If someone is following close and you have no chance of running, turn around and confront them with a sharp yell or statement. One woman told a man behind her that she had a nervous feeling he was following her, and she'd appreciate his walking ahead. He was totally surprised, and did as she requested.
12. If you need help, consider breaking a window. Many stores have alarms that will be activated, and in the case of a residence, people are far more likely to come quickly. Try to aim at a window where it is unlikely you will hit anyone. You can deal with the window later.
13. Avoid stopping to pick up mail at night.



Personnel

ASHLEY NF

Cash
DALE E. GRAY, Computer Programmer, Supervisor's Office - Dale has done an exceptional job in maintaining two computer systems (IBM and DG) in the Supervisor's Office. He has also helped get the IBM on the NRA updated and operating to meet the demands requested by the user's on the District.
JOHN S. SIMONS, Law Enforcement Officer, Flaming Gorge RD - For taking on additional duties as the Senior Law Enforcement Officer for the north slope of the Northeast Utah Zone, while providing leadership needed to effectively reorganize and accomplish the required objectives of the subunit assigned to.
ZERONE "TEX" LEFLET, Maintenance Worker, Flaming Gorge RD - Tex's extensive preparation and planning, coupled with diligent efforts before, during, and after the participation of the PIT volunteers making the 1997 Swett Ranch Passport in Time Project a huge success.
ORLANDO GOMEZ, Budget Analyst, Supervisor's Office - For the outstanding work devoted to the NUEG Budget/ Fiscal concept. Orlando did a lot of work to make it successful.
DORIS PERRY, Budget Analyst, Supervisor's Officer - For the outstanding job in helping clean up the NFNF/CWFS accounts. Doris came into a new job and devoted the time needed to learn it and exceeded all expectations.
JIM COWAN, SCSEP Enrollee, Duchesne RD - For the work and assistance on reconstruction of North Fork Campgrounds in order for use by the public before the end of summer season.
SHIRLEY FARRA, SCSEP Enrollee, Duchesne RD - For all her hard work in keeping Aventaquin Campground very well maintained, restrooms are always cleaned and plenty of firewood available for campers. She has a good customer service with the public at this campground.
GARY JEWETT, SCSEP Enrollee, Duchesne RD - For the work and assistance on reconstruction of North Fork Campgrounds in order for use by the public before the end of the summer season.
VAN TAYLOR, SCSEP Enrollee, Duchesne RD - For the work and assistance on reconstruction of North Fork Campgrounds in order for use by the public before the end of the summer season.
JERRY STREBEL, Forestry Technician, Duchesne RD - For leadership and efforts with the reconstruction of North Fork Campgrounds for FY-97.
BRENT LEE, Maintenance Worker, Duchesne RD - For leadership and efforts with the reconstruction of North Fork Campgrounds for FY-97.
ALLEN A. HUBER, Range Technician, Duchesne RD - This award is presented to you from your peers for the excellent work you have done in Range. You have provided quality leadership in monitoring and planning for the needs of the land and the permittees. This has resulted in good working relationships with the public.
FRANK ROWDY MUIR, Forestry Technician, Flaming Gorge RD - Rowdy took the initiative to place rubber bumpers on over 95 docks during the winter season so that they would be in place for the 97 boating season.
FRANK ROWDY MUIR, Forestry Technician, Flaming Gorge RD - This award is presented to you from your peers for the excellent work you do as reservoir manager on the National Recreation Area. You have gone out of your way to help users on the Gorge to have a good quality experience.
SUSAN E. FREEMAN, Resource Specialist, Supervisor's Officer - This award is presented to you from your peers for the excellent work you have been doing in InFra. This has been a very hard and time consuming job which you have mastered and helped others learn.
DOLORES M. MANNING, Personnel Assistant, Supervisor's Office - For exemplary performance for fiscal year 1997 as Personnel Assistant.
KENNETH JAEGER, Forestry Technician, Vernal RD - For sustained superior performance with the Northern Utah Ecogroup during fiscal year 1997.
MARY V. SMUIN, Personnel Clerk, Supervisor's Officer - Sustained superior performance in areas of pay, leave, volunteer program and customer service.
ROSS A. MONCRIEF, Supervisory Forester, Vernal RD - Outstanding effort put forth to implement Flaming Gorge Ranger District's 1997 Prescribed Burning Program.
THOMAS R. WATSON, Civil Engineer, Supervisor's Office - For outstanding performance level. Tom has worked this year as COR on contracts for roads and facilities involving a wide range of technical difficulties and price tags. He works well with people, is technically competent, ambitious, innovative and resourceful.
ELDEN J. BUCKALEW, Supervisory Engineering Technician, Supervisor's Office - Elden has accomplished goals and objectives in an exemplary manner. He has kept a hectic schedule and interfaced with other disciplines, staffs and outside groups while providing leadership and direction to the Road Crew.

Group
JAMES S. GROENIER, Civil Engineer, DARLENE KOERNER, Soil Scientist, ROLAND L. LEIBY, Hydrologist, Supervisor's Officer and CHRISTOPHER S. SAVAGE, Hydrologist, Vernal RD - For extra effort in providing support and preparing the assessment for the Dry Fork Emergency Watershed Project. Team members displayed a high level of dedication and professionalism in completing this task.

Spot
EILEEN F. RICHMOND, Forester Adm, DONALD R. CATRON, Ecosystem Group Leader, WILLIAM R. SPENCER, Mtnce Worker, ERIC J. FINKELSTEIN, Supvry Visitor Information Specialist, PAMELA S. DOUGLAS, Adm Officer, TEX LEFLET, Mtnce Worker, DENNIS KY. MARKS, Mtnce Worker, STEPHEN L. DELIRIA, Mtnce Worker, BARRY H. CAIN, Water Treatment Plant Operator, KEITH L. BABCOCK, Ld Mtnce Worker, CHRISTOPHER A. GAMBLE, Supvry Forestry Technician, WILLIAM C. MORTENSON, Forestry Technician, CLEVE B. YATES, Forestry Technician, NANETTE J. GAMBLE, Forestry Technician, CHRISTINA KLINGER, Forestry Tech, AMY CORNABY, Forestry Aid, DAVID B. PALMER, Supvry Forestry Tech, Vernal RD, JOEL "HARV" SKJERVEN, Supvry Forestry, Supervisor's Office, JULENA D. PIPE, Personnel Management Specialist, Supervisor's 'Office, BYRON N. LOOSLE, Archeologist, Supervisor's Office, STEVEN D.. PHILLIPS, Fisheries Biologist, STEPHANIE A. MORELAN, Environmental Coordinator, PAULETTE D. WELDER, Motor Vehicle Operator, LUCINDA K. POTTER, Financial Clerk, MARI G. CAMPBELL, Resource Clerk, GENE R. ZACHARY, Reality Specialist, CHRISTOPHER R. COLLETT, Forestry Tech, PAUL N. PFAEHLER, Bio Sci Tech, STEPHEN BLATT, Wildlife Biologist, RUSTY D. MUIR, Facility Manager, FRANK ROWDY MUIR, Forestry Tech, JOHN S. SIMONS, Law Enforcement Officer. The dollar amount varies for each person, depending on the person's involvement with preparations. Extra efforts and positive, helpful attitude displayed in hosting the September 1997 Regional Leadership Team meeting at Flaming Gorge NRA.
KATHLEEN M. PAULIN, Wildlife Biologist, Vernal RD - While serving as Biologist for the South Slope Service Area, Kathy excelled in her responsibilities on the Vernal Ranger District, maintaining a high level of quality work while providing exemplary customer service.
CHRISTINA F. OPRANDY, Soil Scientist, Vernal RD - Contributing to the mission of the Ashley National Forest by providing timely analyses, quality work, and exemplary customer service.
CHRISTOPHER S. SAVAGE, Hydrologist, Vernal RD - Contributions to the mission of the Ashley NF by providing timely and professional input and analyses, high quality work and exceeding customer expectations.
ROSS A. MONCRIEF, Supvry Forester, Vernal RD - Maintaining a high level of quality and productive work while acting as Zone FRO between the Vernal and Flaming Gorge Ranger Districts.
NADINE REED, SCSEP Enrollee, Vernal RD - For outstanding public service in selling firewood and Christmas tree tags.
RATA W. CAMPBELL, SCSEP Enrollee, Vernal RD - for outstanding public service in selling firewood and Christmas tree tags.
KRISTY COON, Clerk (OA), Vernal RD - For outstanding contributions to customer service.
KAREN BLOOM, Information Receptionist, Vernal RD - For outstanding service on the front desk and with setting up display area. For work with vendors to sell firewood and Christmas trees.
HALLEY BINDL, Forestry Tech, Vernal RD - For the excellent job of harvest inspector and for the help running the timber program on the Flaming Gorge Ranger District, during the absence of the Sale Administrator.
PAMELA CHONG, Mail/File Clerk, Supervisor's Office - Outstanding research resulting in savings in fixed costs for the Forest.
BECKY DILLREE, SCSEP Enrollee, Flaming Gorge RD - The manner in which she staffs the Manila Visitor Center is exemplary. She is prompt in coming in on time, willingly takes on whatever is asked of her, is a generous, friendly, caring person and goes out of her way to assist our customers and staff members.

Quality Step Increase
DEBRA A. MATHEWS, Law Enforcement Officer - For the outstanding personal performance as a Senior Law Enforcement Officer, while assigned to Law Enforcement and Investigation's Northeast Utah Zone.
COLETTE S. WEBB, Forestry Tech, Vernal RD - For outstanding performance in silvicultural exams, thinning and stand exam contract administration and GIS.
DIANE B. AUGUSTUS, Information Assistant, Vernal RD - For outstanding performance of Information Assistant and Acting Public Affairs Officer duties during 1997.
PAMELA L. CHONG, Mail/File Clerk OA, Supervisor's Office - For outstanding performance of mail and file duties during 1997.
CRAIG SHEELY, Forester, Flaming Gorge RD - Craig has sustained a superior level of performance for fiscal year 1997. He has accepted many new responsibilities and tasks during a difficult year.
MARI G. CAMPBELL, Resource Clerk, Flaming Gorge RD - For sustained superior performance as resource clerk, Flaming Gorge Ranger District.
GLEN PICKETT, Special Agent, Supervisor's Office - For outstanding performance.

Promotions in Place
CLARICE GILBERT, Physical Science Technician, Duchesene Ranger District.

Retirements
JC HUMPHREYS, Forestry Technician - Duchesne RD 12/30/97
GENE ZACHARY, Realty Specialist - Flaming Gorge RD 12/30/97
JODEAN WILLIAMS, Support Services Supervisor - Vernal RD 12/30/97
MERLE CECIL, Payroll/Acct. Clerk - Flaming Gorge RD 1/2/98
RULEN WOOLLEY, Forestry Technician - Duchesne RD 1/2/98

Transfer Out
ERIC FINKELSTEIN, Supervisor of Visitor Information Specialist, Flaming Gorge RD transferred to the Park Service as Park Ranger (Chief of Interpretation) Amistad National Recreation, Del Rio, Texas.
GLEN PICKETT, Special Agent to Supervisory Criminal Investigator, Region 2, Law Enforcement and Investigations, Laramie, Wyoming.

BRIDGER-TETON NF

Spot
DEAN BURNHAM, Forester, Greys River RD - For saving the Greys River Ranger District hundreds of dollars by bringing excess office furniture back from the regional office.
DAN ELLISON, Administrative Officer, SO - For professional and exemplary media assistance for your three-month detail to the Communication Office wo. (WO)
DEBORAH HOOK, Resource Specialist, Big Piney RD -In recognition of time spent reconciling the forest's timber sales accounts.
JIM OZENBERGER, Ecologist, Jackson RD - In recognition of time spent pulling agencies together to discuss vegetation inventory and monitoring efforts. Thank you!
JUDY SHIELDS, Forest Accountant, SO - In recognition for time spent reconciling the forest's timber sales accounts.
BENTON SMITH, Supervisory Rangeland Management Specialist, Greys River - For saving the Greys River Ranger District hundreds of dollars by bringing excess office furniture back from the regional office.

Special Act
ROBERT BURLESON, Forestry Technician, SO - For your significant contribution with the logistics, support and your participation in the International Fire Management Study Group Meeting held in Jackson, Wyoming. (WO)
DEBORAH HOOK, Resource Specialist, Big Piney RD - For extra contributions to the forest timber resource team including: assistance to regional audit team; diligence with TSA reconciliation; and assuming duties of Forest Resources position.

Length of Service
10 Years
LEON TILLMAN, Engineering Equipment Officer, SO
25 Years
GEORGE WALKER, Supervisory Natural Resource Specialist, Kemmerer RD

Resignation
GILMAN HAWXHURST, SCSEP, Buffalo RD.

DIXIE NF

Extra Effort Award
FRANCES C. WILSON, Resource Clerk, Escalante Ranger District - For extra effort in support of the Dixie National Forest timber measurements and sale administration programs in FY 1997.

Spot
ARLENE HEAP, GIS Program Assistant, Supervisor's Office - In appreciation for Arlene's extra effort in GIS support for the development of the conservation strategy for the Northern Goshawk in Utah.

Performance Awards
MORRIS L. REYNOLDS, Administrative Officer, Supervisor's Office - Morris was reassigned to Administrative Officer, a position which combined SUEG Personnel Officer duties with those of the Dixie's Administrative Officer position. Morris rolled up his sleeves and set to work learning the responsibilities. This has required his willingness to learn new skills and expertise, and a huge amount of effort. He has performed admirably in both roles.
DONALD L. MOSIER, Forestry Technician, Supervisor's Office - For superior performance in organizing and managing the timber measurements program of the Dixie National Forest, with special emphasis on training forest scalers and cruisers.
BRETTON S. FAY, Forestry Technician, Cedar City Ranger District - For outstanding work on the Spruce Recovery Project, as well as Mammoth/Duck Urban Interface, annual fire and fuel targets and all fire suppression activities.

Quality Step Increase
DAVID A. RICKS, Law Enforcement Officer, Supervisor's Office - David's work in Law Enforcement has resulted in increased cooperation with local Sheriff's Departments. David is a respected member of our local law enforcement community which reflects favorably on the entire USDA Forest Service.

Length of Service
10 Years
ALTON J. CHAPPELL, Forestry Technician, Teasdale Ranger District
JULIE A. DAVIS, Resource Clerk, Cedar City Ranger District
PETER M. GOETZINGER, Forestry Technician, Escalante Ranger District
JANICE JENSEN, Resource Clerk, Supervisor's Office
ROBERT L. MILLER, Surveying Technician, Supervisor's Office
KAREN A. OGLE, Ecologist, Supervisor's Office
KELLY A. SHANAHAN, Hydrologist, Supervisor's Office
15 Years
DANNY F. MATHESON, Engineering Equipment Operator, Supervisor's Office
JOSEPH G. REDDAN, Environmental Coordinator, Supervisor's Office
20 Years
PAUL W. DASTRUP, Civil Engineer, Supervisor's Office
RANDY M. DAVIS, Forestry Technician, Cedar City Ranger District
BEVAN D. KILLPACK, District Ranger, Pine Valley Ranger District
CATHERINE M. LEFEVRE, Computer Specialist, Supervisor's Office
DONALD L. MOSIER, Forestry Technician, Supervisor's Office
FRANCES W. REYNOLDS, Public Affairs Specialist, Supervisor's Office
RONALD K. RIGGS, Surveying Technician, Supervisor's Office
25 Years
BRIAN W. FERGUSON, Forester, Supervisor's Office
DUANE H. STEWART, Forestry Technician, Escalante Ranger District
S. ALAN TALBOT, Civil Engineering Technician, Supervisor's Office

Appointments
CURTIS W. PAULSON, Forestry Technician, Pine Valley Ranger District
ALTON J. CHAPPELL, Forestry Technician, Teasdale Ranger District
GREGORY J. COLEMAN, Forestry Technician, Teasdale Ranger District

Promotions
JEFFRY G. BOTT, Forester, Cedar City Ranger District to Supervisory Forester, Cedar City Ranger District

FISHLAKE NF

Cash
KEVIN GREENHALGH, SUEG Fire Planner, SO - For individual effort and expertise on the 1999 NFMAS submittal for the SUEG. The high quality of the package was recognized by the Region and also the National Office for it's low margin of error.
CHRISTOPHER MCAFEE, SCSEP Enrollee, Beaver RD - For exceptional work in the Recreation program on the Beaver Ranger District.
ROBIN SORENSON, Cartographic Technician, SO - For outstanding performance.
CYNTHIA MACKELPRANG, Forestry Technician, Beaver RD - For exceptional performance and accomplishments in water system management and trail construction and maintenance.
BARBARA TORGERSON, Information Receptionist, Loa RD - Customer Service Award for 1997.
MAX LARSEN, Forestry Technician, Richfield RD - Employee of the Year for 1997.
STEVE ROBERTSON, Telecommunications Specialist, SO - For exceptional performance in providing telecommunications support to the Interagency Fire Center and the Fishlake NF's Operations Team for FY 97.
KREIG RASMUSSEN, Wildlife Biologist, Richfield RD - For securing and managing several partnership projects on the zone.
DOUGLAS WEAVER, Geographer, SO - For working in cooperation with the employees of the Fishlake NF while providing high quality GIS plots and projects related to ecosystem management.
DOUGLAS REID, District Ranger, Fillmore RD - For exemplary public service and resource stewardship, in particular for building trust, credibility, and relationships with local governments.
WALLACE SHIVERDECKER, Land Use Planner, SO - For providing quality leadership to the employees of the Fishlake NF in the areas of Ecological Stewardship, Grazing Permit Administration and Budget Allocations within SUEG.
LYNN FINDLAY, Forester, SO - For exceptional contributions to resource programs of the Fishlake NF, for knowledge of the intricacies of NEPA, and for passion and devotion as a steward of the land.
E.J. "BERT" LOWRY, Wildlife Biologist, SO - For dedication and contributions made for the conservation of Wildlife Resources.
DEE ANN DEVENISH, Administrative Officer, SO - For exceptional leadership to the Forests's Operation's Team during FY 97, including assuming extra duties while key sectionhead positions were vacant.
LINDA JACKSON, Public Affairs Specialist, SO - For sustained superior performance.
LINDA CHAPPELL, Ecologist, SO - For effort and leadership in getting first Outdoor Festival started in Central Utah.
SHERI LINN RAMSAY, Fisheries Biologist, SO - For effort and leadership in getting first Outdoor Festival started in Central Utah.
DOUGLAS WEAVER, Geographer, SO - For efforts to migrate the Fishlake NF GIS database to 615.
ROBERT CAMPBELL, Ecologist, SO - For developing methodology to integrate and easily display the concepts of PFC in landscape level analysis.
GEORGIA STEPHENSON, SCSEP Enrollee, Fillmore RD - For providing coverage that allowed the SSS to assist the WO on two 2-week details to address their critical shortage.
LINDA CHAPPELL, Ecologist, SO - For assisting the Fishlake Timber Group in preparing a successful timber pilot project for Monroe Mountain.

Group
JUDITH MOFFIT, Computer Specialist, SO; JOYCE BRANCH, Personnel Management Specialist, SO; RAQUEL HANSEN, Resource Assistant, SO; CHRISTINE HANSEL, Budget and Accounting Officer, SO; DENNIS ALLAN, Contract Specialist, USAC - For exceptional performance as a member of the Fishlake NF's Operations Team in administrative functions during FY 97.
FLORENCE KEHR, Support Services Supervisor, Beaver RD; SYLVIA DOTSON, Support Services Specialist, Richfield RD; MELLODY JOHNS, Personnel Clerk, SO - For meeting SCSEP unsubsidized placement target for the 1996 program year..
VAL NORMAN, Forester, Richfield RD; MAX LARSEN, Forestry Technician, Richfield RD; GARY DELEEUW, Range Technician, Richfield RD; RALPH SMITH, Forestry Technician, Richfield RD - For renovating the Gooseberry Campground and implementing a Fee Demo project at this facility. BILL WRIGHT, Supervisory Forester, Fillmore RD; DEL BARNHURST, Supvy Rangeland Management Specialist, Fillmore RD; ROBERT STEVENS, Range Technician, Fillmore RD; LAFE LEVI, Forestry Technician, Fillmore RD; TAKAKO SCOTTORN, Resource Clerk, Fillmore RD; LISA CHURCH, Wildlife Biologist, Fillmore RD - For being willing and able to "tighten up" and provide coverage that allowed the SSS to assist the WO on two 2-week details to address their critical shortage. SHARON ROBINSON, Support Services Specialist, Fillmore RD - For being willing to leave home and family to go to the WO Personnel Office and assist the Director with critical skill shortages in that office.
RONALD SANDEN, Forester, SO; ALLEN HENNINGSON, Forester, Richfield RD; DANNY POLLOCK, Forester, Beaver RD; MONTY CARTWRIGHT, Forestry Technician, Beaver RD; DOUGLAS OYLER, Forestry Technician, Loa RD - For extended extra effort during FY 97 in salvaging dead and living timber lost during the 1996 fire season and an epidemic of insects.

Spot
JOANN DODDS, Personnel Assistant, SO - For exceptional performance administering the temporary employment program for the 1997 season.
SHARON ROBINSON, Support Services Specialist, Fillmore RD - For exceptional performance in supporting the Fishlake NF's unified budget program during FY 97.
TRINA RANDLES, Accounting Technician, SO - For exceptional performance in clearing up problems in the grants accounts on the financial statements.
VIRGINIA SORENSON, Accounting Technician, SO - For initiative in implementing the DG Travel Program and for hard work on the personal property records which made the Fishlake NF shine in the Region.
PATRICK JOSEPH, Forestry Technician, Beaver RD - For outstanding public service, and professional skills used during the dangerous rescue of stranded Boy Scouts in Three Creeks Canyon.

Time Off
BARBARA ROWLEY, Purchasing Agent, USAC - For outstanding performance including customer relations in completing all assigned and unplanned acquisition duties while maintaining quality, positive approach and timely completion of all work.
DELLA RASMUSSEN, Computer Assistant, SO - For taking the overall responsibility of Information Systems for the Fishlake NF for most of FY 97.
MELODY JOHNS, Personnel Clerk, SO - For exceptional assistance to the personnel programs on the Fishlake NF during FY 97.

Quality Step Increase
DAVID BELL, Forester, Loa RD - For outstanding performance of duties as Recreation Forester on the Loa RD.
KATHLEEN TWITCHELL, Realty Specialist, SO - For outstanding performance during FY 97.

Appointments
LEILA OBRAY, SCSEP Enrollee, SO

Promotions
DOUGLAS WEAVER, Geographer, SO, to Land Use Planner (GIS Coordinator), Caribou NF

Promotions in Place
B. KATHLEEN TWITCHELL, Realty Specialist, SO
ROBERT CAMPBELL, Ecologist, SO
LINDA JACKSON, Public Affairs Specialist, SO

Reassignments
MARCIA LAY, Procurement Technician, USAC, to Purchasing Agent, USAC
S. VAL NORMAN, Forester, Richfield RD, To Supvy Forester, SO
BARBARA TORGERSON, Forestry Technician, Loa RD, to information Receptionist, Loa RD

Resignations
GINGER MCTIGUE, SCSEP Enrollee, Beaver RD
DOUGLAS HERBERT, SCSEP Enrollee, Richfield RD
JOHN LUCKAU, SCSEP Enrollee, SO
WENDY AMBROSE, Information Receptionist, Fillmore RD
LEILA OBRAY, SCSEP Enrollee, SO

Retirements
BARBARA ROWLEY, Purchasing Agent, USAC
DENNIS ALLAN, Contract Specialist, USAC
LYNN FINDLAY, Forester, SO
WALLACE SHIVERDECKER, Land Use Planner, SO
E.J. "BERT" LOWRY, Wildlife Biologist, SO
FERRIN REX, Landscape Architect, SO
GARY LAING, District Ranger, Loa RD
SCOTT DURFEY, Utilities Systems Repairer-Operator, Loa RD
DOUGLAS REID, District Ranger, Fillmore RD
J. GARY DELEEUW, Range Technician, Richfield RD

MANTI-LASAL NF

Cash
CAROLYN OMAN, Office Automation Clerk, SO - In recognition of the quality of work, eager participation and willingness to help in the Mill Fork Lease Tract Environmental Assessment and Decision.
LIANE MATTSON, Geologist, SO - In recognition of quality work and ling hours contributed to the success of the Mill Fork Track LBA Environmental Assessment, Decision and Appeal Resolution as assistant team leader.
DON FULLMER, Ecosystem Group Leader, SO - For outstanding effort in leading the forest-wide response to the large scale beetle epidemic with substantial success.

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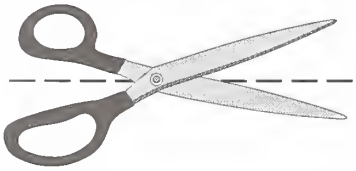

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